



Differentiated Pay Proposal January, 2014

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus, stipend, or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will payout for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Hard-to-Staff (School, Subject, or Placement)	The district will offer a signing bonus and retention bonus in the hard-to-staff area of high school math teachers. This is for high school math teachers located at the high school only.	The award will be given as a two-part bonus. \$2400 given as a \$100 bonus included in each of the 24 regular pay checks. An additional \$2,600 at end of the school year when evidence of satisfactory evaluation results are also available. This is defined as a total composite score of 3 or greater on the final evaluation. If less than 3, teacher will not be eligible for the \$2600.	<p>This award will be available to new teachers to the district.</p> <p>Existing teachers in the subjects defined will also be eligible for the same bonus / retention incentive.</p> <p>There are 6 high school math teachers.</p>	The estimated total for this is \$30,000 (6 teachers at \$5,000 each).	This award makes up .0025 of the district's annual salary costs.
